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Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century": review of gender mainstreaming in entities of the United Nations system

Measures taken and progress achieved in the follow-up to and implementation of the Fourth World Conference on Women and the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century", especially in mainstreaming gender perspectives in entities of the United Nations system

Report of the Secretary-General

Summary

The present report summarizes progress made in mainstreaming gender perspectives within the United Nations system, based on input received from entities of the United Nations system since the submission of the report of the Secretary-General to the Commission on the Status of Women at its forty-sixth session (E/CN.6/2002/2). Section I provides an overview of policies and strategies adopted or implemented within the United Nations system with the aim of achieving gender equality, section II summarizes programme and operational activities carried out by the system, and section III outlines the institutional development within the system in support of gender mainstreaming. Section IV gives illustrative examples of inter-agency activities, and section V provides conclusions and recommendations for action by the Commission.

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Introduction

1. In resolution 56/132 of 19 December 2001, the General Assembly called upon the relevant entities of the United Nations system within their respective mandates to take effective action to achieve full and effective implementation of the Beijing Declaration and Platform for Action[1] and the outcome of the twenty-third special session of the Assembly and to promote an active and visible policy of mainstreaming a gender perspective, inter alia, through the work of the Special Adviser on Gender Issues and Advancement of Women and the maintenance of gender units and focal points. The Assembly also requested the Secretary-General to assess progress made in mainstreaming a gender perspective within the United Nations system, inter alia, by providing information on key achievements, lessons learned and best practices, and to recommend further measures and strategies for future action within the United Nations system. The present report responds to this resolution. It does not provide an account of all activities undertaken but rather intends to reflect progress made and remaining challenges.

I. Policy and strategy development

2. During 2002, several entities of the United Nations system developed, reviewed or refined their policies and strategies aimed at achieving gender equality. Efforts were also made to incorporate gender perspectives into policies covering various sector areas, and to enhance the use of the gender mainstreaming strategy. The present section gives examples of gender policies and strategies, followed by a review of efforts made to incorporate gender aspects into sector policies and strategies.

3. At least two entities received, for the first time, clear mandates from their intergovernmental machinery to mainstream gender perspectives in sectoral areas. In February 2002, the Commission on Enterprise, Business Facilitation and Development of the Trade and Development Board requested the United Nations Conference on Trade and Development (UNCTAD) to mainstream gender perspectives in all areas of work, as appropriate. UNCTAD was also requested to cooperate with the International Telecommunication Union (ITU) in promoting the empowerment of women and gender equality in information and communication technologies (ICT). The World Telecommunication Development Conference, held in Istanbul in March 2002, adopted a resolution on gender mainstreaming in the development programmes of ITU, and resolved to include gender initiatives in all programmes of the development sector. In addition, the Economic Commission for Europe (ECE), in May 2002, addressed for the first time gender aspects of economic trends at its high-level segment, and called for further attention to gender aspects at the policy level.

A. Gender policies and strategies

4. In July 2002, the Office of the United Nations High Commissioner for Human Rights (OHCHR) Senior Policy Committee adopted a gender mainstreaming strategy, with the overall objective of facilitating capacity-building for gender analysis from a human rights perspective for OHCHR staff and for human rights

mechanisms. Key actions for the implementation of the strategy were the designation of gender focal points by all units; scheduling gender mainstreaming discussions for OHCHR meetings; gender screening of project proposals; inclusion of gender mainstreaming objectives in team and individual work plans; monitoring of progress in an annual report; and identification of training needs.

5. The United Nations Development Programme (UNDP) agenda for gender equality entails: (a) capacity development — both in-country and in-house — for integrating gender perspectives in all areas of work; (b) policy advice that is both pro-poor and pro-women; and (c) support to stand-alone operational interventions for gender equality, particularly in collaboration with the United Nations Development Fund for Women (UNIFEM).

6. The United Nations Environment Programme (UNEP) developed, through in-house consultations, a gender mainstreaming strategy aimed at: (a) establishing mechanisms and accountability processes to ensure the integration of gender equality in UNEP policies, programmes and operations; (b) building capacity of staff members to commit to and carry out the strategy; and (c) facilitating the contribution of UNEP to the implementation of the Beijing Platform for Action.

7. Following a global consultative meeting with refugee women in Geneva in 2001, the Office of the United Nations High Commissioner for Refugees (UNHCR) made five commitments to refugee women, which have now been translated into five priority areas of policy focus, namely: (a) women's equal participation in leadership and decision-making; (b) women's equal participation in the distribution of food and non-food items; (c) individual registration and documentation for refugee women; (d) support for integrated programmes to address sexual and gender-based violence at national levels; and (e) provision of sanitary materials as part of standard refugee assistance packages.

8. In October 2002, the Executive Board of the World Food Programme (WFP) approved a new gender policy (2003-2007), which provides WFP with a mandate to pursue eight enhanced commitments to women. These include: (a) the specific nutritional requirements of expectant and nursing mothers and adolescent girls; (b) activities that enable girls to attend school; (c) women's equal benefits from assets created; (d) women's enhanced control of food in relief food distribution; (e) women's equal involvement in food distribution and other related committees; (f) mainstreaming of gender perspectives in situation analysis, results measurements, budgeting, partner selection and agreements; (g) advocacy efforts to facilitate women's role in ensuring household food security; and (h) steps to reach gender equality in staffing.

9. The revised gender policy of the United Nations Human Settlements Programme (UN-Habitat) emphasizes in-house capacity-building and accountability of all managers with respect to mainstreaming gender perspectives into programmes. A comprehensive action plan for implementation has been developed.

10. Based on its gender policy, approved in March 2002, the World Health Organization (WHO) aims to analyse and address gender issues in planning, implementation, monitoring and evaluation of policies, programmes, projects and research in order to increase coverage, effectiveness and efficiency of interventions; promote equity and equality between women and men throughout their life course, and ensure that interventions do not promote inequitable gender relations; provide

qualitative and quantitative information on the influence of gender perspectives on health and health care; and support member States in undertaking gender-responsive planning, implementation and evaluation of policies, programmes and projects. Regional and country offices are expected to develop their own mechanisms, appropriately staffed and resourced, and collaborate with headquarters to develop strategies to promote the integration of gender issues in health systems. An expert meeting in November 2002 is expected to help identify priority areas of work and strengthen strategies for integrating gender concerns in WHO work at global, regional and country levels.

11. The Strategic Framework for the International Fund for Agricultural Development (IFAD), 2002-2006, addresses gender equality as an overarching concern in all aspects of the Fund's operations. Based on a IFAD-wide workshop, held in June 2002, a gender plan of action (2003-2006) is being finalized in three key areas: impact achievement/project cycle; strengthening the catalytic role of IFAD in learning and innovation; and ensuring accountability and monitoring for gender mainstreaming.

B. Incorporation of gender perspectives in sector policies and strategies

12. In its programme budget for the biennium 2002-2003 (A/56/6 (sect. 3)), the Department of Political Affairs of the United Nations Secretariat reiterated its commitment to consider gender perspectives in early warning, conflict prevention and peace-building activities; and to maintain contacts with Member States, regional organizations, parliaments, individuals and experts on aspects related to gender mainstreaming in conflict prevention, peacemaking, peace-building, electoral assistance and regional issues. The Department for Disarmament Affairs of the United Nations Secretariat, in cooperation with the training section of the Office of Human Resources Management and the Division for the Advancement of Women, is completing a plan of action on gender and disarmament. The Department's annual work plan will reflect specific activities and concrete measures aimed at mainstreaming gender perspectives.

13. In support of the policy-making work of the functional commissions, several divisions of the Department of Economic and Social Affairs of the United Nations Secretariat highlight the gender aspects of particular topics. For example, the Division for Social Policy and Development, in preparing for the forty-first session of the Commission for Social Development, promotes gender mainstreaming within the priority theme: national and international cooperation for social development, while the Population Division will include attention to gender differences in education in the substantive documentation for the thirty-sixth session of the Commission on Population and Development on the theme: population, education and development.

14. UNDP increasingly supports the preparation of specific strategies for sectoral policies and programmes; and policy frameworks for national development processes. The United Nations Population Fund (UNFPA) reviewed aspects of its policy and strategy in the areas of culture, gender equality and human rights, with the aim of deepening the understanding of the linkages among the three areas and of promoting behaviour change, political and community ownership for gender

equality, cultural sensitivity and human rights values. A conceptual and methodological framework on culture is being prepared and a Culture, Gender and Human Rights Branch has been established. Gender aspects in situations of conflict, post-conflict and reconstruction are a focus in UNFPA work on reproductive health.

15. The International Training Centre of the International Labour Organization (ILO) identified gender mainstreaming as one of its four strategic objectives in the Development Plan, 2002-2005. Accordingly, three specific projects will be financed from the Centre's Investment Fund: (a) strengthening gender expertise and competence within the Training Department; (b) increasing the participation of women and women's representative bodies in the Centre's courses; and (c) creation of an environment conducive to the promotion of gender equality within the Centre.

16. The Medium-term Programme Framework, 2002-2005, of the United Nations Industrial Development Organization (UNIDO) places emphasis on gender equality through the promotion of women entrepreneurship development programmes, with a view to enabling women to take advantage of business opportunities based on market mechanisms and entrepreneurial initiatives.

II. Programme and operational activities: projects, research and advocacy

17. While some activities of the United Nations entities focused on increasing awareness of gender aspects at the international level, inter alia, in relation to major international conferences, many others aimed at increasing awareness of gender issues and promotion of gender equality and the empowerment of women at the national level. Some of these activities involved the incorporation of gender perspectives into sectoral projects, while others were targeted specifically towards women with the aim of further strengthening the attention to gender perspectives within the overall mandates of these entities. The present section provides some examples of these activities.

18. The Department of Peacekeeping Operations of the United Nations Secretariat is preparing a gender and peacekeeping training publication for use by Member States. Jointly with the Economic and Social Commission for Asia and the Pacific (ESCAP), the Division for the Advancement of Women organized a judicial colloquium for judicial practitioners from developing countries of the ESCAP region on the application of international human rights law at the domestic level in order to achieve equality for women and girls (November 2002); and also convened a training workshop for representatives of seven States on reporting under the Convention on the Elimination of All Forms of Discrimination against Women.[2] In October 2002, the Division collaborated with the Mano River Women's Peace Network and the Centre for Conflict Resolution of the University of Cape Town in organizing an advanced training workshop on conflict management for women in Conakry, to enhance women's participation in peace-building. At the third session of the Commission on Sustainable Development acting as the preparatory committee for the World Summit on Sustainable Development, in April 2002, the Division organized a panel discussion on gender perspectives in sustainable development, in collaboration with the Women's Environment and Development Organization (WEDO). The Division collaborated with the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for Sustainable

Development of the Department of Economic and Social Affairs in the preparation of briefing notes on gender perspectives in sustainable development, and with the Office on Drugs and Crime of the Secretariat (formerly called the Office for Drug Control and Crime Prevention of the Secretariat) in preparing briefing notes on drugs and drug control, and crime and crime prevention.

19. Two meetings organized by the Division for Public Economics and Public Administration of the Department of Economic and Social Affairs on "Cross-border Local Government Cooperation for Poverty Reduction in Africa and the Maputo Development Corridor" and on "Regional Governance and Sustainable Development in Tourism-driven Economies" also addressed the roles of, and opportunities for, women within these topics. The Financing for Development Coordinating Secretariat of the Department of Economic and Social Affairs included in the CD-ROM on "Financing for development: building on Monterrey" the report emanating from the day of dialogue on gender and financing for development covering issues addressed at the International Conference on Financing for Development.

20. The United Nations information centres and services of the Department of Public Information provided information to national media, non-governmental organizations, academia and government institutions on relevant reports of States parties considered by the Committee on the Elimination of Discrimination against Women over the last year, and on the Commission on the Status of Women. Half of the participants in two training sessions organized by the Department of Public Information for broadcasters and journalists from developing countries were women, and briefings on gender equality were provided to these sessions. The NGO Section of the Department of Public Information continued to collaborate with over 1,500 non-governmental organizations in promoting the work of the United Nations on the advancement of women, inter alia, through the weekly non-governmental organization briefings.

21. In Afghanistan, OHCHR has emphasized the empowerment of Afghan women and their participation in the planning of future activities, not only in connection with women's human rights, but also with regard to human rights education, and the national Human Rights Commission. OHCHR made progress in integrating gender perspectives in operational activities led or supported by its offices in Colombia and Sierra Leone.

22. The African Centre for Gender and Development of the Economic Commission for Africa (ECA) is developing an African gender and development index for measuring the extent of gender inequality in member States, as well as the impact of gender policies on the promotion of gender equality. A survey of time-use studies was conducted in some countries, and information on women's unpaid work, including domestic services, care of children and older persons and community service, will be collected within the Centre's work on national accounts and national budgets. ECA also assisted member States in developing gender policies; provided advisory services on women's human rights; and trained policy makers and professionals on the promotion of gender equality.

23. The Economic Commission for Europe (ECE) is mainstreaming gender perspectives into its work on labour markets, entrepreneurship, ICT, forestry and human settlements. Country profiles on the housing sector paid attention to the special conditions of female-headed households, in particular those headed by single mothers. The first issue of a new ECE publication on entrepreneurship and small

and medium-sized enterprises focuses on women's entrepreneurship in Eastern Europe and the Commonwealth of Independent States (CIS). A round table on building a gender-sensitive information society was organized at the Pan-European Regional Ministerial Conference in preparation of the World Summit on the Information Society, held in Bucharest in November 2002. ECE has developed regional statistics web sites that provide an overview of gender issues as well as statistical indicators for a number of different policy areas, including population, families and households, work and the economy, education and communication, public life and decision-making, health, crime and violence. Starting in late 2002, a gender statistics database will be integrated into the web site.

24. The Economic Commission for Latin America and the Caribbean (ECLAC) made substantial progress in implementing a project on capacity-building of national machineries for governance with a gender perspective in Latin America and the Caribbean. The main objective of the project is to strengthen the capacity of national machineries for the advancement of women to integrate their demands and needs in the national agendas for good governance and State reform.

25. ESCAP prepared a study on the thematic topic of the fifty-eighth session of the Commission, namely, sustainable social development in a period of rapid globalization: challenges, opportunities and policy options, with an emphasis on gender perspectives. One chapter of the forthcoming Economic and Social Survey of Asia and the Pacific (2003) on the role of public expenditures in the provision of education and health will examine trends and patterns of public expenditures in the ESCAP region, highlight gender gaps in the education and health sectors, and discuss remedies. A resource guide on using legal instruments to combat trafficking in women and children is being published to raise awareness about trafficking, and promote the application of international human rights instruments as they pertain thereto. ESCAP also prepared a guidebook on integrating unpaid work into national policies, aimed primarily at statisticians, and a set of briefing materials for policy makers.

26. The Economic and Social Commission for Western Asia (ESCWA), jointly with the ILO Regional Bureau, is carrying out a project on globalization, poverty and the gender division of labour. Research has also been undertaken on gender and citizenship. In 2003, ESCWA will publish the first biennial Review on Arab Women and Development.

27. UNCTAD examined possibilities of analysing the impact of foreign direct investment (FDI) on gender equality and found that, owing to lack of data, such an assessment could not be undertaken. As a result, UNCTAD is planning to incorporate gender perspectives into its FDI-related questionnaires. Within its enterprise development programme, Empretec, UNCTAD assisted Empretec El Salvador in developing a training and mentoring programme for women entrepreneurs. Jointly with two enterprise support centres in Ethiopia and Uganda, UNCTAD launched a project to strengthen women's entrepreneurship that provides training and links up women entrepreneurs with foreign affiliates and large local enterprises. It also supports women entrepreneurs in selected least developed countries in Africa by developing gender-sensitive training and business services for women entrepreneurs, and enhancing women's access to finance and technology.

28. UNDP assisted member States in building gender mainstreaming capacities by drafting needs assessment and capacity development plans for line ministries and provincial departments; organizing capacity-building workshops, including provision of training manuals; developing country- and sector-specific gender mainstreaming tools and tool kits; supporting the collection of sex-disaggregated data to enhance national reporting and capacity for gender analysis; and supporting gender audits of national legislation. UNDP supported the incorporation of gender perspectives into poverty reduction strategy papers (PRSPs) and national reports on the millennium development goals. In Guinea and Rwanda, for instance, gender perspectives have been incorporated into all sections of the PRSPs. The UNDP Office in Honduras supported the formulation of the National Policy for Women and the first National Plan for Equal Opportunities (2001-2007); the integration of gender concerns into the national budget strategy; and the creation of a gender unit within the Ministry of Finance. In the Asia and Pacific and Central and Eastern European/CIS regions, UNDP supported the development of connectivity of national stakeholders working towards gender equality. UNDP support to the empowerment of women and gender mainstreaming in crisis and post-conflict situations increasingly focuses on reconstruction, and on capacity development to support recovery and reconciliation; advocacy; and programmes aiming at reducing poverty and national institution-building. UNDP is increasing its work on gender-sensitive budgeting and the integration of gender perspectives into national fiscal policies at both national and local levels, inter alia, in Chile, Georgia, Guinea, Malaysia, Mauritius and Turkey.

29. In Rwanda and Kazakhstan, UNIFEM contributed to the interim PRSP, highlighting some of the constraints on and challenges of developing gender-responsive PRSPs. In Kazakhstan, an inter-agency effort was led by UNIFEM to develop country-specific gender-sensitive indicators to track progress towards the achievement of the millennium development goals.

30. The United Nations Volunteers (UNV) supported the advancement of women within the poverty eradication focus of the Government of Rwanda by strengthening the institutional capacity of non-governmental and civil society organizations. In Palestine and Yemen, UNVs are working with non-governmental organizations and civil society organizations to build capacity for women to access and use microcredit services. As recommended by an evaluation of the UNDP/UNIFEM/UNV project on support to gender mainstreaming, a second phase aims at increasing gender expertise in United Nations country teams and programmes by placing UNV gender specialists in UNDP offices in Africa, Asia, Latin America and CIS.

31. UNEP is finalizing a framework for a global network of gender and environment focal points, drawn from both Governments and global non-governmental organizations. It will serve as an information exchange and data-collection network, as well as provide capacity-building at the national, regional and global levels.

32. UNHCR implemented pilot projects in human rights awareness and leadership training to enhance the capacities of refugee women to participate in decision-making; legal literacy training for women's non-governmental organizations, government counterparts and refugee women in order to promote women's legal rights; and initiatives to build coalitions of male advocates for gender equality.

33. The share of female students in the education activities of the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) ranged from 50 to 71 per cent. UNRWA provided Palestinian women with a range of health-care and health education programmes, occupational training and childcare; and entrepreneurial self-reliance programmes; and offered a loan programme for Palestinian women microentrepreneurs.

34. The United Nations Children's Fund (UNICEF) has developed checklists for strategic gender issues that have to be integrated into the operational guidance on the five priority areas of its medium-term strategy plan: girls' education; human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS); child protection; integrated early childhood development; and immunization "plus". A tool on girls' education has been developed to facilitate reviews from a gender perspective of the education sector in country programmes supported by UNICEF. As a key strategy in promoting gender-focused planning, UNICEF continues to support surveys and other information collection tools to increase the availability of sex-disaggregated data. Country offices in Egypt, the Horn of Africa and West Africa supported activities to combat female genital mutilation, and UNICEF advocates against early marriage. UNICEF addressed gender-based violence through advocacy and media campaigns, support to legislative reform and law enforcement, and counselling and rehabilitation services for women and girls. UNICEF is conducting a study on the impact of gender-based violence on the achievement of the goals set for the five priority areas of its medium-term strategy plan.

35. The UN-Habitat Safer Cities Programme has developed tools for communities and cities to enhance citizens' security, in particular women's safety, including the Crime Victim Survey and the Women's Safety Audit, and has piloted these tools in several cities. The publication "Rights and Reality: Are Women's Equal Rights to Land, Housing and Property Implemented in East Africa?" provides country-specific recommendations for translating these rights into reality. Studies on violence against women in the urban setting have been carried out as separate studies or as components of larger studies on urban crime. An evaluation of the first session of the World Urban Forum, held in April-May 2002, revealed the particular interest of women non-governmental organizations in issues such as security of tenure; urban governance; and community-based responses to HIV/AIDS, urban food security and post-disaster-conflict reconstruction.

36. The United Nations University (UNU) expanded its 2001 research project on trafficking of Filipino women and now explores more broadly the social and economic background, principal trafficking routes and dynamics, as well as the interrelationship between trafficking and other "human security" threats in the Asia-Pacific region. Another research project aims at deepening the understanding of the impact of the easy availability of small arms on the security of men and women. In November 2002, UNU will hold a workshop on gender and poverty alleviation, to review recent research findings and experiences, and explore the linkages between academia and policy practice in this area.

37. The United Nations Research Institute for Social Development, Geneva (UNRISD) started a new research initiative on gender and social policy within its main research project on social policy in a development context. It commissioned a series of papers on the gender implications of population ageing in diverse country

settings, and presented them at a side event of UNRISD during the Second World Assembly on Ageing.

38. On the occasion of the Second World Assembly on Ageing and the World Summit on Sustainable Development, the International Research and Training Institute for the Advancement of Women (INSTRAW) compiled special collections of documents; set up web-based discussion boards; conducted e-mail-based discussion forums; and prepared discussion papers, as well as synthesis papers summarizing major policy questions, emerging issues and research needs. The Institute is currently conducting a study on critical gender issues of financing for development. A collaborative research project on gender and ICT was carried out through the Gender Awareness Information and Networking System (GAINS)-based methodology, and a synthesis paper prepared, outlining policy recommendations for bridging the gender digital divide, to serve as input to the World Summit on the Information Society.

39. At the country level, ILO launched an interregional project that aims at strengthening the capacity of constituents' organizations to mainstream gender perspectives in their employment policies and agendas. ILO also adapted capacity-building materials to regional and national contexts; prepared a gender resource kit for use by trade unions; and conducted a survey on the role of trade unions in promoting gender equality and protecting vulnerable women workers. A compilation of gender mainstreaming guidelines and good practices was prepared by the InFocus Programme on Child Labour. ILO launched an electronic newsletter entitled *Gender Equality in the World of Work* and a database-driven participatory web site — Gender Equality Tool — designed to promote information exchange and enhance knowledge on gender-related issues. It also published gender-related advocacy materials, such as the e.quality@work information base on equal employment opportunities for women and men.

40. The International Training Centre of ILO has completed, tested and launched two distance learning programmes, on: (a) capacity-building for gender equality, poverty eradication and employment promotion; and (b) gender and local development in Latin America. The Centre has launched a monthly news bulletin (*Genderinfo*) and a special issue of the Centre's newsletter (*Turininfo*) on gender-related projects.

41. The FAO Gender and Population Division collaborates with technical divisions in the following subsectors: water, energy, land management, desertification, biodiversity, animal health and production, and rural financing. It continues to carry out a large number of projects for rural women in development. It undertook research on gender issues in dryland management; crop diversification; biodiversity and local knowledge systems; appropriate methodologies for using renewable and non-renewable sources of energy; ICT; and women's role in maize production and in the fishery sector. Regional consultations were carried out on gender dimensions in agrobiodiversity management; rural women and distance education; and gender-responsive local planning. FAO provided policy support, technical assistance and capacity-building support to national Governments on the integration of gender perspectives into agricultural and rural development plans and strategies, and the empowerment of rural women. Training and support were provided to national statistics departments with respect to integrating gender concerns into their ongoing

data-collection exercises, inter alia, through reviewing gender biases in definitions and concepts.

42. When reviewing proposals for technical cooperation projects, the International Civil Aviation Organization (ICAO) pays particular attention to the amounts allocated for human resources and training components and the inclusion of women in such activities.

43. WHO is completing a multi-country study on gender-based violence as well as regional studies and research projects on domestic violence, and on various aspects of gender equality and health. The Regional Office for Europe has initiated collaboration with member States to enhance the capacity of WHO to provide evidence-based advice on how to design and implement gender-sensitive health policies.

44. The World Bank is currently implementing 46 girls' education projects in 31 target countries where gender disparities in educational access are especially large. It also works with countries in preparing periodic, multisectoral country gender assessments, and developing and implementing priority policy and operational interventions that respond to the assessments; and monitors the implementation and impact of these policy and operational interventions. The World Bank supported the efforts of poor Egyptian women and girls to obtain identity cards and birth certificates, the activities of an artisan enterprise institute in Peru, a "women and justice" project in Argentina, a community empowerment project in Timor-Leste (formerly East Timor), a water and sanitation project in Ghana, and efforts to reduce the prevalence of female genital mutilation in Africa.

45. The joint International Monetary Fund (IMF)-World Bank Financial Sector Assessment Programme has begun to address the need for providing microfinance and other specialized development finance. Such services are considered to be important sources of credit for traditionally underserved segments of the population, including women, in low-income countries.

46. Within its Women Entrepreneurship Development (WED) programme, UNIDO trained women in the United Republic of Tanzania on processing technologies for local food products, hygiene and quality control, and business management. Similar programmes have been formulated and/or implemented in Kenya, Malawi, Rwanda and Uganda as well as in Morocco (food-processing), Burkina Faso (textiles) and Senegal (fish-processing). Business development services, support services and training were provided to women entrepreneurs in the food-processing sector in Central America and Asia. Support to WED covers issues such as operation of support services institutions, business associations and women's groups; technical and managerial skills development; and needs assessment, monitoring and evaluation.

47. The International Atomic Energy Agency (IAEA) implemented a number of technical cooperation projects to benefit women and children. One project aims at evaluating a nationwide food supplementation programme for lactating women and their infants in Ghana in order to establish long-term strategies for dealing with deficiencies in macro and micronutrients.

48. Gender-related projects of the International Organization for Migration (IOM) aim at increasing awareness and opening channels of dialogue; advancing the understanding of both gender equality and migration at institutional and grass-roots

levels; promoting the capacity to mainstream gender perspectives into project design and implementation, and enhancing the use of the gender mainstreaming strategy in IOM field missions; increasing availability of gender-specific data; and providing innovative tools to address the needs of migrants, particularly at grass-roots levels.

III. Institutional activities

49. A number of entities established or strengthened gender units, networks of gender focal points/advisers, committees and task forces to support gender mainstreaming capacity within the system. Entities also developed, improved and disseminated tools, guidelines, and training materials, and carried out capacity-building activities, including training for staff. Efforts were also made to enhance monitoring and accountability for gender mainstreaming.

A. Institutional mechanisms

50. With the change in mandate of the United Nations Transitional Administration in East Timor and the United Nations Interim Administration Mission in Kosovo, the Department of Peacekeeping Operations replaced the two gender units/offices with senior gender advisers. A Gender Issues Unit was established in the United Nations Organization Mission in the Democratic Republic of the Congo. OHCHR formed a network of gender focal points from all organizational units to support, and facilitate implementation of, its gender mainstreaming strategy. UNCTAD appointed gender focal points in all divisions to integrate gender dimensions in all substantive areas and assigned overall coordination to the Departmental Focal Point on Women. UNEP established a post of Gender Liaison Officer. UN-Habitat is gradually implementing a gender focal point system in its main areas of work.

51. UNHCR has established gender networks in all regions of operation for sharing experiences on good practices and lessons learned on gender mainstreaming, and to broaden the constituency of staff and partners engaged in promoting women's empowerment and gender equality. In order to increase its field presence, UNIFEM added to its 14 subregional offices a small network of UNIFEM gender advisers to the resident coordinator system.

52. FAO established a network of divisional focal points for gender mainstreaming and provided this group with gender analysis training and with briefings on sex-disaggregated data and development and use of gender-sensitive indicators. The group collaborated with the FAO Staff Development and Training Unit in reviewing existing training courses for technical staff and the introduction course for new staff members, as well as incorporating gender modules in the project cycle course.

53. The Director-General of WHO appointed a senior-level cross-organizational gender task force to implement the Organization's gender policy. General guidance and support will initially be provided by the WHO Gender Unit in collaboration with gender focal points in other departments/clusters/regional offices.

54. ITU has appointed a Senior Gender Adviser funded from extrabudgetary resources. Its task force on gender issues has been converted into a permanent working group on gender issues composed of representatives of ITU member States, private sector entities, United Nations organizations, non-governmental

organizations and academia, and individual experts. A gender unit with full-time gender expertise may be established to support gender mainstreaming throughout ITU.

B. Capacity-building, including training; methodology, tools and development

55. The Department of Peacekeeping Operations has developed an in-mission training package on gender and peacekeeping and expects that mission training cells will integrate the package as a compulsory module into the induction training of new peacekeepers. The Department of Peacekeeping Operations and the United Nations Institute for Training and Research (UNITAR) are collaborating on a training initiative for civilian personnel in peacekeeping operations on the needs of women and children in conflict. This training has been implemented for the mission in Bosnia and Herzegovina, and another training session is planned in the Democratic Republic of the Congo in February 2003. OHCHR gender mainstreaming strategy prioritizes capacity-building of staff and experts. A gender mainstreaming session has been included in the induction process for new OHCHR staff members.

56. A capacity-building programme on gender mainstreaming for ECA divisions and subregional development centres aims to ensure that outputs of the divisions and the centres address gender issues in a systematic and focused manner. Future expansion of the programme will include development of indicators to monitor gender mainstreaming in all outputs, and expansion of competencies through skills development in gender analysis and monitoring. ESCAP held its first gender mainstreaming competence development training workshop in April 2002, in keeping with the framework developed by the Office of the Special Adviser on Gender Issues and Advancement of Women and the Office of Human Resources Management. The second workshop will take place in November-December 2002.

57. The UNDP Regional Bureau for Europe and CIS developed a training manual on gender mainstreaming across UNDP thematic interventions on governance, poverty reduction, ICT, HIV/AIDS, environment and crisis and post-conflict. Training workshops have been organized for staff throughout the region. Gender sensitization is included in the initial briefing programme of all United Nations Volunteers and programme officers, and gender training has been introduced for UNV staff at headquarters. In October 2001, the gender focal points group conducted a gender needs assessment to determine gender awareness needs and gaps, and organized two gender-planning sessions.

58. UNHCR revised the protection guidelines for refugee women, and the guidelines on prevention and response to sexual and gender-based violence. Its newly adopted Code of Conduct for staff aims at preventing gender-based violence against refugee women and girls, particularly sexual exploitation. New training tools are being developed and piloted by UNHCR to promote refugee women's and children's rights and to prevent sexual exploitation.

59. UNRWA health programme staff participated, jointly with the Palestinian Authority Ministry of Health, in a capacity-building project to strengthen capacity for reproductive health counselling.

60. UNFPA developed gender strategies and operational tools on reproductive health, gender-based violence and HIV/AIDS in conflict situations for use by United Nations bodies and international non-governmental organizations. These also aim at empowering grass-roots non-governmental organizations by strengthening their managerial and communication skills in peace-building and reconstruction. WFP has issued gender-sensitive guidelines on natural resource management and livelihoods, and on participatory techniques.

61. The International Training Centre of ILO completed, tested and launched a distance learning programme on mainstreaming gender equality in the world of work — a capacity-building tool for staff and constituents. Efforts have been made to develop professional profiles of equal opportunities experts (at governmental, organizational and enterprise levels). The Centre is developing a database of gender experts as a resource for the training department and aims at attracting more women participants to its courses.

62. FAO prepared technical guides on gender and macroeconomics, household resources management and rural financing; and initiated work on training manuals on gender analysis and participatory approaches for biodiversity conservation and local knowledge. FAO undertook in-house advocacy by organizing workshops on the gender and development plan of action in regional offices. WHO has developed information sheets on the gender perspectives of, inter alia, blindness, mental health, tuberculosis, road traffic injuries, and health in disasters.

63. Gender issues have been integrated into World Bank capacity-building programmes, including those on labour markets, social protection, rural development and HIV/AIDS. A series of technical modules for training World Bank staff and clients in country gender assessments, and in mainstreaming a gender dimension into Bank operations, PRSPs, and monitoring and evaluation, have been delivered to headquarters and field-based staff.

64. In spring 2002, IOM staff participated in a voluntary gender sensitivity survey. The results are currently being analysed and a report was scheduled to be available in the fourth quarter of 2002.

C. Monitoring and accountability

65. The Office of Internal Oversight Services of the United Nations Secretariat (OIOS) is examining possibilities for disaggregating information on the basis of sex in programme implementation. OIOS recommended that the Electoral Assistance Division of the Department of Political Affairs should mainstream gender issues in all its activities, particularly in its needs assessment mission reports, analyse the needs of women in the electorate, and include such issues in training manuals, evaluation and assessment exercises (see E/AC.51/2002/7, annex, para. 24). The Committee for Programme and Coordination (CPC) at its forty-second session recommended that the General Assembly approve this recommendation (see A/57/16, para. 305).

66. Heads of divisions of ECA, in their capacity as gender focal point, are responsible for ensuring that their division addresses gender issues, inter alia, in terms of reference of consultants and experts, and in agendas of expert group meetings.

67. All UNEP projects adhered to the gender sensitivity guidelines in the UNEP Manual on Project Formulation, Approval, Monitoring and Evaluation.[3] UNICEF monitors progress on gender mainstreaming and the human rights-based approach to programming in its annual reviews of country programmes. Gender perspectives are gradually being mainstreamed into WFP programme design, monitoring and evaluation guidelines and tools. For example, gender-sensitive food security analysis is carried out prior to formulation of operations.

68. ILO completed its first Gender Audit in April 2002 and published a final report in May 2002. Capacity-building and training in gender audit facilitation methods were provided to ILO chief technical advisers and staff.

69. FAO incorporates gender perspectives into its regular reports on programme delivery, implementation and evaluation. Progress reports on implementation of the gender and development plan of action are also submitted every two years to the FAO Conference. The large number of activities within the organization that focused on gender aspects may be the result of the decision of FAO to modify the terms of reference of the Programme, Project and Review Committee so as to include the promotion of gender equality as one of six criteria against which all proposals are to be assessed, regardless of source of funding.

70. In line with the World Bank's new gender mainstreaming strategy, a broad gender monitoring and evaluation system comprising guidelines, tools, and a handbook is being piloted. In recognizing the importance of reliable data for enhancing national reporting and analytical capacity, the World Bank has developed sex-disaggregated development indicators, inter alia, on educational outcome, reproductive health, and political participation. These are accessible at the online database GenderStats.

71. The progress of IFAD in incorporating gender perspectives into project and programme design is visible in project data. For example, 72 per cent of projects approved in 2001 mainstreamed gender perspectives by identifying some operational measures to address gender issues in all components, compared with 44 per cent in 2000, and 13 per cent in 1998.

72. In terms of project evaluation, IOM, through its working group on gender issues, reports regularly to its governing bodies on gender dimensions in its activities.

IV. Coordination and information-sharing: inter-agency activities

73. United Nations entities implemented inter-agency activities either through established networks or on an ad hoc basis. The Inter-Agency Network on Women and Gender Equality, chaired by the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women, and its task forces, as well as regional networks coordinated by the regional commissions, and United Nations inter-agency thematic groups at the country level, remain key conduits for increased coordination and collaborative efforts. Some examples are provided below.

74. The Inter-Agency Network on Women and Gender Equality continued to play a critical role in supporting implementation of gender mainstreaming throughout the United Nations system. Task forces focused on promoting and facilitating the integration of gender perspectives in programme budgets, the common country assessment (CCA)/United Nations Development Assistance Framework (UNDAF), and follow-up to Security Council resolution 1325 (2000). Work continued on the development of indicators to measure gender mainstreaming, as well as on preparations for the International Conference on Financing for Development and the World Summit on the Information Society.

75. The Inter-Agency Task Force on Women, Peace and Security, chaired by the Special Adviser on Gender Issues and Advancement of Women, prepared a study on women, peace and security which was published in October 2002. The study, which was requested in Security Council resolution 1325 (2000), draws on existing research and includes inputs from the United Nations, its specialized agencies, funds and programmes, Member States, scholars, and local and international non-governmental organizations. The Secretary-General presented his report (S/2002/1154), based on the findings of the study, to the Council during an open debate in October 2002.

76. The inter-agency task force of the Inter-Agency Network on Women and Gender Equality on the International Conference on Financing for Development, chaired by the Office of the Special Adviser on Gender Issues and the Advancement of Women/Division for the Advancement of Women, continued its activities with a panel discussion in January 2002 on gender mainstreaming in national budgets — a strategy for ensuring gender-sensitive resources allocation. In February 2002, it organized a day of dialogue for all stakeholders in gender and financing for development on the issues covered by the Conference and their gender perspectives. The report of the dialogue and other task force documents were included in the CD-ROM on the conference and its follow-up, prepared by the Financing for Development Coordinating Secretariat of the Department of Economic and Social Affairs. Also in preparation for the Conference, UNDP, UNIFEM and the Women's Environment and Development Organization (WEDO) prepared a kit for advocacy and awareness-raising on key gender concerns related to the topics of the Conference.

77. In July 2002, the Office of the Special Adviser on Gender Issues and the Advancement of Women and the Division for the Advancement of Women prepared an information kit on gender mainstreaming in the entities of the United Nations system to serve as background for the consideration by the Economic and Social Council of a new regular agenda sub-item on this topic. A total of 28 entities contributed to the kit, which contains information about policy statements, programme objectives, and operational and other recent activities, as well as good practices in gender mainstreaming by the participating entities.

78. The Geneva Gender Focal Points of International Organizations convened a panel during the session of the ITU Council, in early 2002, on gender and the digital divide, and a dialogue during the first session of the Preparatory Committee for the World Summit on the Information Society, held in Geneva in July 2002, on opportunities and obstacles for women and men in the digital revolution. The first meeting of the United Nations Africa Inter-Agency Network on Women and Gender Equality, coordinated by ECA, took place in 2001. The Network intends to share

experiences gained in mainstreaming gender perspectives and will identify other areas of collaboration. ESCAP and UNIFEM jointly chair a working group of Bangkok-based United Nations entities on women's empowerment and gender equality.

79. The Inter-Agency Standing Committee (IASC) established, in March 2002, a task force on protection from sexual exploitation and abuse in humanitarian crises, co-chaired by the United Nations Children's Fund (UNICEF) and the Office for the Coordination of Humanitarian Affairs of the United Nations Secretariat. The task force is mandated to make recommendations aiming at the elimination of sexual exploitation and abuse perpetrated by humanitarian personnel and the misuse of humanitarian assistance for sexual purposes. The IASC reference group on gender and humanitarian response, co-chaired by WFP and UNICEF, is working to revise training materials of the Consolidated Appeals Process in order to address the needs of the most vulnerable population groups, including women and girls.

80. The subgroup on gender, formed by the United Nations Development Group (UNDG) and the Executive Committee on Humanitarian Affairs, monitored developments in Afghanistan to devise strategies to ensure mainstreaming of gender perspectives in the peace negotiations and the reconstruction process. Particular attention was paid to women's participation in these processes. The Integrated Mission Task Force on Afghanistan facilitated a coordinated and system-wide United Nations response to the crisis in Afghanistan. Inter-agency activities were carried out to improve girls' education, training and rehabilitation projects for women in Afghanistan, women's access to quality reproductive health care, and support to the Ministry of Women's Affairs. An inter-agency special event entitled "Afghan Women Today: Realities and Possibilities" was organized to observe the International Women's Day on 8 March 2002.

81. The United Nations Girls' Education Initiative (UNGEI) is a 13-entity task force chaired by UNICEF, with UNFPA as alternate chair, charged with operationalizing the 10-year initiative launched by the Secretary-General in 2000 to help build political and resource commitments for girls' education. Since its inception, several advocacy activities have been implemented. The East Asia and Pacific Regional United Nations Girls' Education Initiative has met regularly and a flyer for wider awareness-raising is being printed.

82. In West and Central Africa, UNDP, UNFPA, UNICEF, UNIFEM, WFP and ILO collaborated on a study to assess how gender concerns had been integrated into the CCA/UNDAF and PRSP processes in 12 countries in the region. The assessment developed a set of recommendations on the effective mechanisms for the systematic integration of gender perspectives into the preparation, implementation, monitoring and evaluation of such processes.

83. The Department for Disarmament Affairs, UNIFEM and the United Nations Standing Advisory Committee on Security Questions in Central Africa, in collaboration with the Cameroonian Ministry for Women's Condition and the UNDP Office in Cameroon, organized a regional consultation in May 2002 to formulate a programme of action to respond to the concerns and needs of Central African women, inter alia, within the framework of the implementation of Security Council resolution 1325 (2000).

V. Conclusions and recommendations

84. **A growing number of entities now have gender equality policies and strategies in place, and many are also enhancing efforts to integrate gender perspectives into sectoral policies. During the last year, there has been a marked increase in the number of gender units/focal points, networks, task forces and similar institutional mechanisms established to provide catalytic support, and to strengthen capacity for gender mainstreaming in sectoral areas. Training of staff, and establishment of monitoring mechanisms were other measures designed to increase the amount of attention given to gender perspectives. Inter-agency activities at global and regional levels remain a vehicle for coordination, information-sharing and joint activities.**

85. **With intergovernmental commitments for gender equality and the gender mainstreaming strategy in place, efforts should now focus on identifying the remaining gaps in policy frameworks and strategies and assessing the impact of such strategies, so that future programme, capacity-building and institutional measures can be better designed and targeted to achieve desired outcomes. Such assessments should provide critical input towards the review, by the Economic and Social Council before 2005, of the progress made in the implementation of agreed conclusions 1997/2[4] on gender mainstreaming.**

86. **Towards that end, the Commission on the Status of Women may wish to request that the following be included in the next report:**

(a) **An assessment of remaining gaps in the policy and strategy framework for gender equality and the mainstreaming of gender perspectives in sectoral areas in the entities of the United Nations, and proposals for closing such gaps;**

(b) **An assessment of the role and effectiveness of existing institutional mechanisms, including accountability mechanisms, for increased use of the gender mainstreaming strategy;**

(c) **An overview of monitoring mechanisms for gender mainstreaming that are currently in place in the entities of the United Nations system, and of gaps that have to be addressed;**

(d) **An assessment of the impact of policies and strategies, in particular with regard to enhanced attention to gender perspectives in sectoral areas;**

(e) **An assessment of the most pertinent gaps in sex-disaggregated data and gender-specific information, by sector.**

Notes

[1] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.

[2] General Assembly resolution 34/180, annex.

[3] http://www.unep.org/Porject_Manual/1.0.asp (accessed on 7 January 2003).

[4] See *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3* and addendum (A/52/3/Rev. 1 and Rev. 1/Add. 1), chap. IV, para. 4).